

**APPLICATION:** Team development for tactical teams

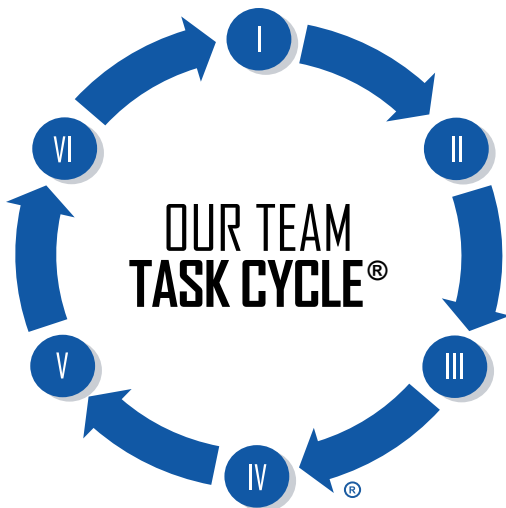
**AUDIENCE:** Work groups and intact teams

**RESPONDENTS:** Team members, the leader, and groups or individuals who are supported by the team

**QUESTIONS:** 71 questions, 3 open-ended

Our Team (OT) provides feedback on the skills necessary for team effectiveness. Successful teams contribute to meeting the organization's goals. An effective team fosters a collegial atmosphere by supporting one another to build consensus. Team members can then negotiate to optimize solutions and produce quality results. Given the proper resources, a cohesive team will maximize its productivity. The OT measures how effectively a team performs as a unit.

### THE OT TASK CYCLE®



The Task Cycle is a validated organizing tool that can help leaders know where to focus their development. It is presented as a logical sequence of events, with each phase contributing to achieving the final goal. A leader's performance across the Task Cycle phases is predictive of how others perceive their impact on the organization.

*The Task Cycle image and name are registered trademarks of the Clark Wilson Group.*

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#### I. FOCUS

Understanding and clarifying goals.

#### II. TEAM COMPETENCE

Utilizing specialized knowledge and expertise, and making decisions and planning collaboratively.

#### III. INTERNAL RELATIONS

Fostering a cooperative atmosphere, accepting new members, effectively managing conflict, and gaining management support.

#### IV. FEEDBACK ON PERFORMANCE

Accepting feedback from managers, monitoring output, and assessing the impact of actions.

#### V. CONTROL

Maintaining an appropriate level of tension, balancing competition and cooperation, and taking informed risks.

#### VI. MEMBER SATISFACTION

Acknowledging the contributions of others.

#### OUTCOMES

Effectiveness/Outcomes are leveraged through the mastery of Task Cycle phases.